Convoy Dispatch

VOICE OF THE TEAMSTER RANK AND FILE SINCE 1975 • www.tdu.org — May 2008 # 251

Working Teamsters Say Keep Your Promises!

The ink is barely dry on the new contracts and employers are already putting new language to the test—or ignoring it all together.

Will our union make management keep their contract promises?

Will the IBT keep its own promises?

Freight and UPS Teamsters don't even have copies of their new contracts. But that isn't stopping management from trying to use the new contract language to their advantage.

UPS has failed to comply with new rules on excessive overtime. Elsewhere the company is undermining full-time jobs with a new program to accept ground packages in drop boxes.

At UPS, the language in these cases is on our side. It's up to our union to hold the company to its commitments under the contract.

The stakes are even higher in freight—and the language is much muddier.

Change of Operations

Freight employers are seizing on a new contract clause to restructure the industry and gut the rights of freight Teamsters.

If the employers have their way, hundreds of Teamsters will be forced to relocate and enter the new "utility employee" classification.

When the International Union sold the freight contract, they promised that current jobs would not be lost to the new utility employee language.

TDU warned that the language gave wide latitude to employers.

Now, Yellow, Roadway and Holland have proposed changes of operations that will put this language to the test for the first time and set a precedent for the future.

Hearing Is Opportunity To Secure Protections

At an upcoming hearing, the International Union has the power to approve, deny or modify the proposed Change of Operations.

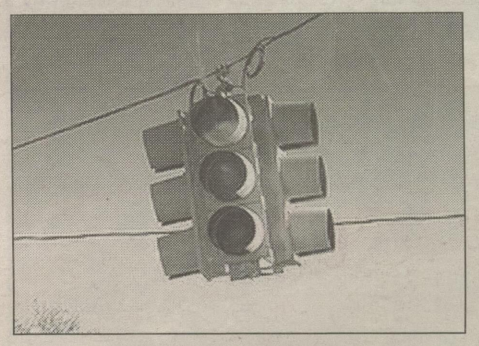
This gives our union leverage to compel the corporation to negotiate reasonable written guidelines on utility employees.

Freight Teamsters were promised protections when they were voting on the contract.

The carriers and our union need to sit down and hammer out those protections now.

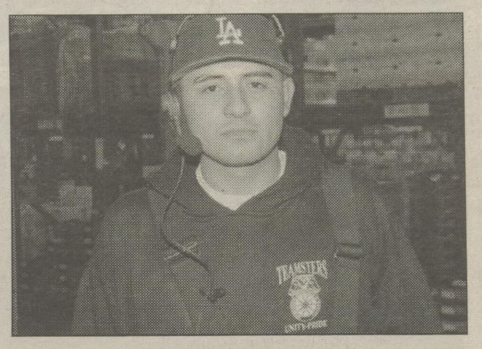
Working Teamsters live up to our contracts. Employers and our own International Union need to live up to their contract promises too.

Complete change of operations coverage on page 3.



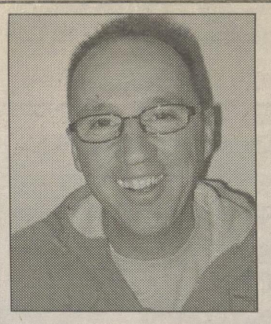
First Teamster Pensions Enter the Red Zone

The Central States and New England Pension Funds announced they are in "critical status" (also called the "Red Zone"). What does it mean for working Teamsters and retirees? **Page 5.**



Working Smart the Union Way

Management uses technology to speed us up and eliminate Teamster jobs. What can members and our union do to slow down speed-up and preserve good union jobs? **Page 10.**



"If you're reading this newspaper, you know TDU arms Teamsters with information we don't get anywhere else about our contracts, benefits and rights.

"I became a TDU member to support the organization that supports me. Join TDU today."

Bill Reynolds, UPS
Local 804, Farmingville, N.Y.

JOIN TDU

TDU MEMBERSHIP APPLICATION

Name _____ Local _____

Address _____

City _____ State _____ ZIP _____

Phone _____ Company _____

E-mail _____

❑ City ❑ Road ❑ Dock ❑ Clerical ❑ Warehouse ❑ Construction ❑ Production

Other _____

___ $40 one-year membership & subscription to *Convoy Dispatch*

___ $95 three-year membership fee

___ $25 for spouses, and Teamsters who gross less than $22,000 a year

___ $25 for retirees. Retired from Local _____

❑ Check or money order

Mastercard/Visa # _____ Exp. Date _____

Date _____ Signature _____

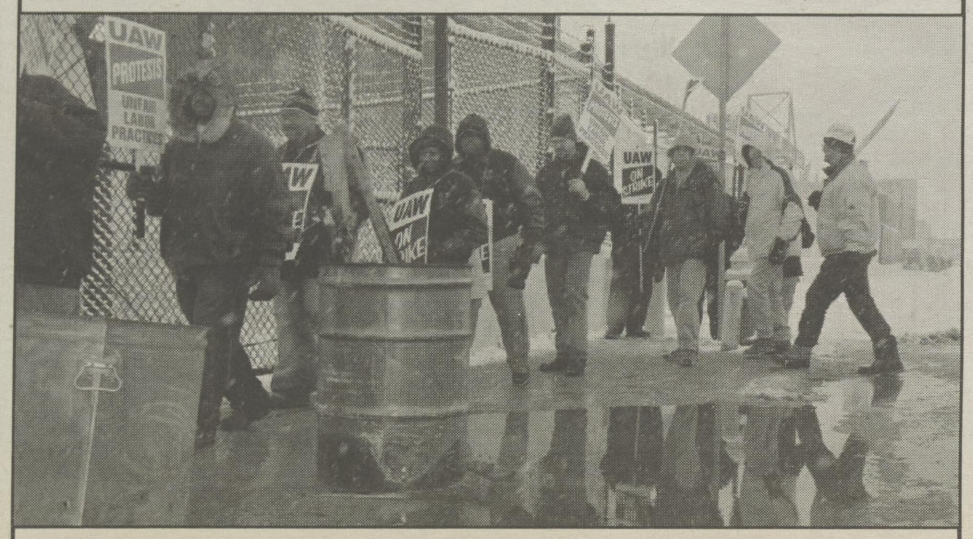
Return to: TDU, P.O. Box 10128, Detroit, Mich. 48210

TDU membership is kept confidential. TDU solicits and accepts membership applications and donations only from Teamsters, retired Teamsters and spouses who are not employers. Only funds from Teamster members and their spouses can be used for campaign purposes.

Letters From Our Members

Rebuilding Labor's Power

Over a thousand union activists gathered to discuss "Rebuilding Labor's Power" at the *Labor Notes* conference last month in Detroit. For more information go to www.labornotes.org.



Unseasonable weather can't hold back the picket lines at American Axle in Detroit. Over 3,600 UAW members have struck for over two months over concessions on wages, pensions and job security. They have shut down production at around 30 GM plants. Photos: Jim West/jimwestphoto.com.

No Handouts for Billionaires

Teamster members should remove Hoffa and Zuckerman from office for selling us out to a billionaire.

All carhaul Teamsters should stand together and work to get Allied drivers their 17.5 percent wage cut back into their pockets, and not Ron Burkle's pockets.

I am in no mood to give up anything to a billionaire.

Hoffa, Zuckerman, Bill Clinton and Ron Burkle have turned their backs on working families, to feed their own greed.

I will never forget this!

Rick Clepper
Local 657, PTS
San Antonio, Texas

Editor's Note: Tax returns released by Hillary Clinton's campaign reveal that former President Bill Clinton received $15.5 million in fees from Ron Burkle since 2003. Burkle is the principal owner of Yucaipa Companies, which acquired Allied Automotive Group in 2007, with the support of the International Union.

Standing Up for Seniority

UPS used to run all over our seniority language. They ignored the bidding procedure and changed feeder runs whenever they wanted.

The members here really came together. We had a meeting, and almost every driver signed a letter telling our BA to stand up for our seniority. We got a written promise from the company that they would honor our bids.

Now our local officers are trying to slam the brakes on us. They liked the old set-up, where they could sit down with management behind closed doors and cut a deal.

They put up someone else to run against our steward, the leader of our whole movement.

It didn't work. We re-elected our steward. We aren't out of the woods yet—but we are building a better union a little bit at a time.

Doug Carpenter
Local 29, UPS
Staunton, Va.

TDU Protects Our Retirement

If it wasn't for TDU, I would most likely be working right now—instead of enjoying the good retirement that I worked so hard to earn. TDU is all about activism for a stronger union—and it's our union, after all.

Keep up the good work,

Steve Steinhagen
Local 638, Retiree
Lutsen, MN

How to Contact TDU

We want to hear from you. Contact us at the addresses below for more information about TDU, or to send us articles or letters

National Office: P.O. Box 10128, Detroit, Mich., 48210. Phone: (313) 842-2600. Fax: (313) 842-0227. E-mail: tdudetroit@tdu.org Website: www.tdu.org

NY Office: 104 Montgomery St., Brooklyn, N.Y. 11225. Phone: (718) 287-3283. Fax: (718) 287-3287. E-mail: tdueast@tdu.org

E-Mail Your Letter

Visit our web page at **www.tdu.org** and use the link provided there, or e-mail your letter to **letters@tdu.org**.

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TDU International Steering Committee

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Sandy Pope, New York Local 805
Michael Ruscigno, New York Local 802
Michael Savwoir, Kansas City Local 41

Organizer:
Ken Paff, Detroit

Trustees:
Gary Brooks, Chicago Local 705
Willie Hardy, Memphis Local 667
Joe Sexauer, Chicago Local 743

Members:
Dan Campbell, Milwaukee Local 200
Duke Clark, Chicago Local 726
Nichele Fulmore, North Carolina Local 391
Toni Jackson, Memphis Local 667
Stefan Ostrach, Oregon Local 206
Rick Sather, Minneapolis Local 638
Walter Taylor, New York Local 814

Alternates:
Alex Tenchavez, Los Angeles Local 396
Hugh Sawyer, BLET Div. 316
Jim Reynolds, New York Local 804

Who We Are

CONVOY DISPATCH is the voice of Teamsters for a Democratic Union. We are the united rank and file movement to reform the Teamsters, created out of the merger of PROD and TDU.

We are truck drivers, dock workers, production workers—every kind of Teamster, and spouses, too.

We are a grassroots organization with chapters from coast to coast in the USA and Canada. We believe in returning this union to the membership and we are doing it. We are a democratic organization in which every member has a voice and vote. Our 15-member International Steering Committee was elected in Nov. 2007 for one year. Our Rank & File Convention had 250 representatives present.

We are proud Teamsters standing up for our rights. TDU invites all Teamsters interested in defending our contracts and reforming our union to join us. We do reserve the right to exclude those who are opposed to TDU and its principles.

Rank & File Bill of Rights

I. DEMOCRATIC BYLAWS. All business agents and stewards should be elected. Vacancies in office should be filled by special election within three months. Local union committees should be elected. Contract and strike votes should be by majority (not two-thirds). All contracts should provide for elected officers retaining company seniority.

II. DIRECT ELECTION OF OFFICERS. General President and all International officers should be elected by the membership. International VPs should be elected by regions. No more trusteeships and split-off locals.

III. A FAIR GRIEVANCE PROCEDURE. Innocent until proven guilty, right to remain on the job until final procedure completed. Grievance procedure should include right to a speedy trial, arbitration by peers, and the right to strike if necessary.

IV. PRESERVATION OF WORKING CONDITIONS. The union's purpose is to expand and preserve what we have, not trade it away for less. People come first, not productivity.

V. SAFETY AND HEALTH. We have the right to enter the workplace without fear for our health and leave in the same condition we arrive. Teamsters should have the right, backed by our union, to refuse unsafe work or hazardous conditions. We are not machinery.

VI. EIGHT-HOUR DAY AND FIVE-DAY WEEK. Forced overtime and unfair dispatch rules destroy our family life and cost us jobs. No mandatory overtime, "flexible" work weeks, or 70-hour slavery. We are for the advent of the four-day work week. We work to live, not live to work!

VII. A DECENT PENSION. Every dollar in the pension funds belongs to us. We are entitled to 25-and-out, cost of living on pensions, and union pension trustees elected by the rank and file and retirees to safeguard our money.

VIII. JUST SALARIES FOR OFFICERS. A union officer can't understand the problems of members who make less than half what he or she makes. No officer should make more than the highest paid working members in their jurisdiction. No multiple salaries from union, company, or government sources, or special fringes and pensions. Salary increases limited to the average increase for members, and subject to membership approval.

IX. EQUALITY AMONG TEAMSTERS. Bring all wage levels up to the highest standards, not a lot for the few and little for the many. Fight the hardest for the lowest paid.

X. END TO DISCRIMINATION. Employers have used the differences in age, race and sex to divide us for decades. We oppose these injustices and divisions. Support affirmative action to correct past injustices. Employers should bear the cost of their past discrimination, not the members.

Will the Union Enforce Protections?

Roadway, Yellow, Holland Push Changes of Operation

Roadway, Yellow and Holland have all submitted changes of operations that mark the beginning of the new "utility driver" model. Hundreds of road and city jobs would be eliminated and converted to the utility employee classification. No doubt more will follow this initial change.

Each of the three changes establishes 12 "velocity centers" throughout the East, South, and Midwest aimed at reducing transit time for up to 25 percent of all shipments.

Reportedly, ABF will submit a utility employee change soon.

The hearings will be held in mid-May, where the union can approve, deny, or approve with modifications. The time to get reasonable protections for Teamster jobs is now.

No Restrictions?

Many Teamsters have reacted with anger, since the International Union sold the contract proposal by arguing this kind of change could not happen. The January 15 Teamster Freight Update states that: "The UE will handle next-day and second-day freight exclusively, in a designated part of the terminal."

But now the carriers seem to want no restriction on what is UE freight.

"The UE will not replace 'meet-and-turn' runs or existing long haul turn runs." But now this change would replace turn runs with UEs.

"The UE will not be used to replace or eliminate employees in the existing LTL operations." But this change calls for many existing employees to move or take a layoff.

Other contract bulletins issued by the International Union repeated these same claims.

Unfortunately, the actual UE contract language in Article 3, Section 7 gives wide latitude to the employers. Now is the time, with the first of such changes, to get the language clarified in a way that gives some protection to Teamsters and local unions.

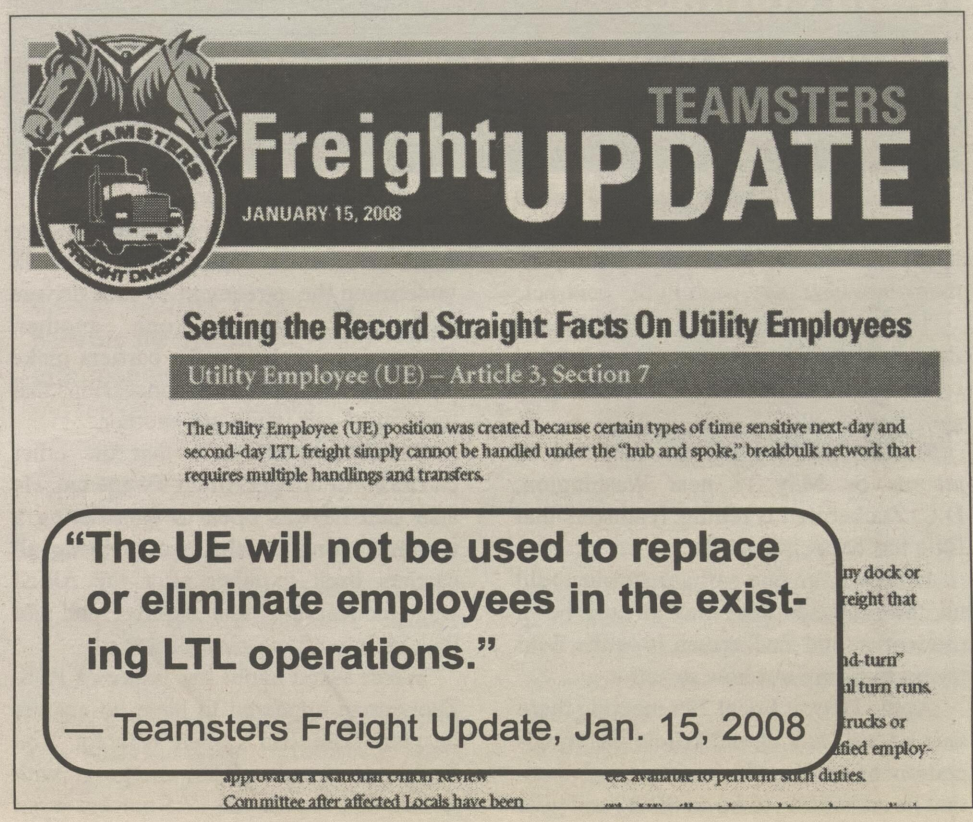
If the companies get complete freedom to designate any and all freight to be UE freight, any contract protections may be impossible to enforce.

Time to Push for Limits

Dock workers at breakbulks could be sitting at home while UE employees are working the dock. Locals could be played against one another.

What does it mean for foreign power courtesy, when road drivers may be in bed where UEs are dispatched to run into the road driver's home terminal?

Without any limit on what is UE freight, in the future road drivers could be an endangered species.



TEAMSTERS FREIGHT DIVISION

TEAMSTERS Freight UPDATE

JANUARY 15, 2008

Setting the Record Straight: Facts On Utility Employees

Utility Employee (UE) – Article 3, Section 7

The Utility Employee (UE) position was created because certain types of time sensitive next-day and second-day LTL freight simply cannot be handled under the "hub and spoke," breakbulk network that requires multiple handlings and transfers.

"The UE will not be used to replace or eliminate employees in the existing LTL operations."

— Teamsters Freight Update, Jan. 15, 2008

There are many issues to address. It's time for the union leadership to take a hard look at our ability to enforce the contract and protect jobs in the future. By sitting down the carriers now, and getting some written guidelines Teamsters can live with, we can go a long way to protect our members and contract, while allowing the carriers to implement their changes.

If YRC doesn't want to negotiate reasonable guidelines, there is no reason to rush to approve their proposed changes. They've wanted to break down Teamster classifications for many years. They can wait another month if that is what it takes for our union to get reasonable guarantees that freight Teamsters need.

TDU Welcomes New UPS Freight Teamsters

Nearly 10,000 new Teamsters have joined our union this year at UPS Freight. That's an important step forward for our union's power in freight and at UPS.

Bargaining Working Conditions

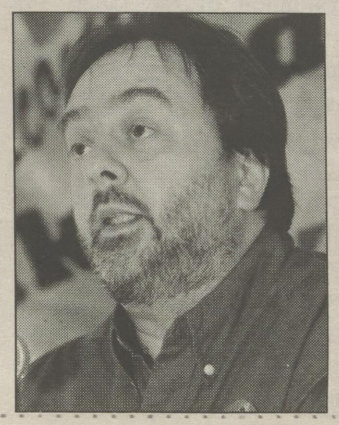
New Teamster members at UPS Freight are looking at how to negotiate on work rules and "existing practices." Under the newly ratified contract, there's a 60-day window to put pen to paper and agree on how Teamsters will exercise their rights when it comes to day-to-day issues. The clock is ticking.

Members have heard a mix of news on how Article 41 will be sorted out. Many see the effort as negotiating work rules that are intended as local supplements or riders. Some locals and BAs are collecting suggestions and working with members and temporary stewards to put proposals together. Others say it will really be worked out when officers meet in Washington and negotiate rules by region. Still others have had no word on how their issues will be addressed.

UPS Freight Teamsters can use this time to make their voices heard and get proposals to their locals. That's part of being a Teamster member. Article 41 bargaining can help protect Teamsters' rights and conditions. Members deserve the right to vote on any new language under Article 41.

"I would like to welcome the UPS Freight workers to our union. Please do not stop at just joining. Our union power does not come only by signing a card. As members of the rank and file, you must stay involved in your union. Educate yourself on your contract and also how our union works. Hold our leaders accountable for decisions they make. Together we are the union."

Nichele Fulmore, UPS Package Car
Local 391, Lumberton, N.C.



"It took a lot of effort and commitment by many freight Teamsters, but we finally got UPS Freight workers into our union. I applaud all my fellow Teamsters who, like me, worked to get this done. I also hold out a hardy handshake to all our new brothers and sisters from UPS Freight. We need each other if we're going to bring our union back to the power and prestige we once knew. Let's work together and make it happen."

Jimmy Rickert, Roadway Road Driver
Local 429, Reading, Penn.

Carhaul Road Show

Carhaul Teamsters are getting prepared to support our union in the battle for a good contract.

But Carhaul Director Fred Zuckerman is fishing for concessions.

New Concessions Ahead?

IBT carhaul director Fred Zuckerman is holding meetings at several carhaul local unions in April and May to ask members what they want in the contract.

In Detroit, Dayton, and Ft. Wayne, Zuckerman was trying to find out what concessions members may be willing to give.

Carhaul bargaining is scheduled to resume on May 18 near Washington, D.C. Zuckerman is telling Teamsters that little has happened so far.

However, as one carhaul steward told us, the proposed deal may already be in the works, and Zuckerman is in the field trying to figure out how to sell it.

At the Detroit Local 299 meeting there was a lot of talk about Article 48, equalization of traffic. Zuckerman said there that he is "willing to be an SOB" and give the companies operational concessions.

Many drivers may be willing to give some too, but not concessions that will undermine the agreement or turn drivers and locals against one another. Concessions that help the carriers make money are one thing, but concessions that undermine our union are another.

Zuckerman promises that the other carriers will not get Allied's wage cut. He also said he was open to considering a two-year contract; that would bring all carriers back together after the Allied wage concession deal expires, and not lock us into a long-term problem.

When asked about the future of PTS, Zuckerman appeared to have no answer or plan. The IBT's plan was for Ron Burkle to acquire PTS, merge it with Allied, and impose the 17.5 percent wage cut. That outcome appears unlikely now, and the IBT appears to have no plan to save the jobs and contract at PTS.

At the Detroit meeting Zuckerman stated that PTS may be out of money by the end of the month. PTS drivers have been hearing that same thing from the union every month for some time now, so they don't know if it is truth or fiction.

Carhaul Teamsters need to go to the meetings and make your voice heard. Get the facts.

Be prepared to support our union in the battle for a good contract, and be prepared to vote No to send them back to the table if necessary.

Join Our Network

Teamsters for a Democratic Union is the network of carhaulers who work to defend our contract, and protect our right to vote on it. You can help by joining today. Fill out the form on page 1 or call (313) 842-2600.

Petition Drive, Pension Movement Grows in Baltimore

Two months after their fund froze working members' pension accrual, the movement to protect Teamster pensions is growing in Baltimore Local 355.

On March 1, the Local 355 plan cut the accrual rate to zero. That means that members' pensions are frozen and working Teamsters are earning zero additional retirement benefits for any of their hours worked since March.

In April, Local 355 members launched a petition campaign to demand more information from the fund about the freeze—and a timeline for improving benefits.

"Members have been taking petitions from me and returning them full of signatures," reports Ron Reinhardt, a full-time inside worker at the main UPS hub in Baltimore. "We want information about what's going on with our pensions and we're willing to do what it takes to get that info."

The petition drive started at UPS but it has now moved to other companies in the local. "I've met Teamsters at Sysco and DHL who are just as angry about the pension freeze as I am," says Gary Payne, a UPS feeder driver and one of the rank-and-file leaders of the petition campaign.

Members Get Answers

The petition campaign is already getting more information into members' hands.

When the cuts were announced in February, Local 355 President Denis Taylor told members that the cuts could last three years or more. He refused to give members a timeline for when benefits would be improved.

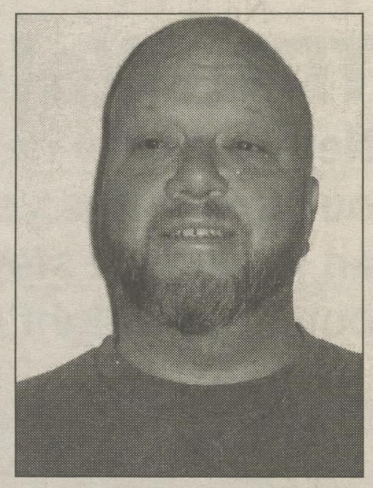
But at the April meeting, Taylor announced that he personally expected to improve benefits in one year.

Using new language in the Pension Protection Act, Baltimore UPS feeder driver Gary Payne has obtained the Actuarial Valuation of the Local 355 fund.

In this document, independent actuaries warned that the fund would be in the Red Zone by the end of March 2008 if the fund did not take action.

This report was produced months before the pension freeze, but the Local 355 fund made it available only after members requested it under the terms of the new pension law, which gives members the right to receive copies of certain plan documents.

We Deserve to Have a Say About Our Pension



"Members want information about what's going on with our pensions and we're willing to do what it takes to get that info.

"Our officials kept us in the dark about what was going on with our pension. Our local had a tough decision to make, and we deserved to have a say."

Ron Reinhardt, UPS
Local 355, Baltimore

No Freeze Under Red Zone?

Local 355 trustees say they froze benefits to avoid putting the fund into the Red Zone.

But the Red Zone would have stopped cutting the accrual rate down to zero.

Under the new pension law, plans in the Red Zone cannot cut the accrual below one percent of annual employer contributions. Funds in the Yellow or Green Zone can cut the accrual rate down to zero, though.

"Taylor kept us in the dark about what was going on with our pension," Reinhardt said. "Our local had a tough decision to make, and we deserved to have a say."

Taylor has said the fund is now in the Green Zone. But as Convoy goes to press Local 355 members have still not seen the notice from the fund announcing if it is in the Green, Yellow, or Red Zone. Under the PPA, this announcement is due by April 30.

Central States Fund's Letters Stir Concerns

A letter from Central States has many members worried about new pension cuts. TDU cuts through the legalese to give members and retirees the facts.

Hundreds of thousands of working Teamsters and retirees received a startling letter from the Central States Pension Fund in early April saying that the fund is in "critical" status—also called the Red Zone. The notice is written in legalese and discusses a potential reduction in benefits.

Given the history of benefit cuts in Central States, it's no wonder that thousands of Teamsters are calling the fund, their local unions, and Teamsters for a Democratic Union (TDU) for info.

Even UPS Teamsters, who exited the fund at the beginning of the year, got the letter because their retirement after age 65 will in part come from Central States.

The letter—or funding certification notice—was required by the Pension Protection Act, and the wording about "possible benefit reductions" was required by the law. But the Fund could have done a better job of explaining it so that so many Teamsters didn't assume the worst.

No New Cuts

The good news is that Central States Teamsters and retirees will not face any new benefit cuts.

Those cuts were made four years ago. As a result, the fund has lowered its future benefit obligations. The cuts have driven the average retirement age up from 59 to 61. The fund has increased future income by requiring all new Teamster contracts to increase employer pension contributions by at least eight percent a year.

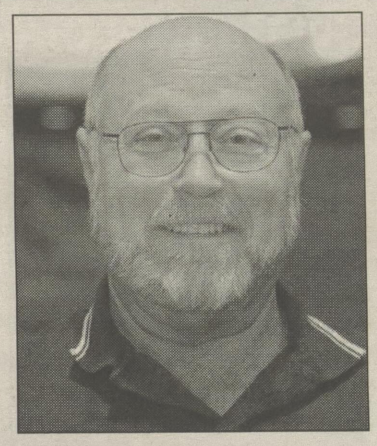
These measures mean more money will be coming in and less flowing out, so the fund's balance sheet is expected to improve in the coming years, moving gradually toward being fully funded.

Small Pension Increases

Pension benefits will actually increase over the next several years—even with the fund in the Red Zone. That's because the amount of retirement benefits that Teamsters earn each year (called "pension accrual") is tied to employer contributions, which go up each year.

By August 2012, a freight Teamster will accrue nearly $200 a month in pension for a year of work.

TDU Gets Us the Facts



"Teamsters are rightly concerned about the future of our benefits. Thankfully TDU is there with factual information that cuts to the heart of complicated pension issues.

"TDU is Teamsters helping Teamsters to defend what we've got and win stronger benefits for the future. If you want timely information and to be part of a Teamster movement that's dedicated to protecting our retirement, then subscribe to *Convoy Dispatch* and join TDU today."

Tyler Buckner, Roadway, Local 391, North Carolina

Unfortunately being in the Red Zone means that this is the only pension improvement on the horizon in the Central States.

The April letter explains that if a company busts the union, or refuses to sign a contract with the eight percent increases, then cuts will be made in the affected members early-retirement (25- and 30-and-out) benefits.

Our union needs do whatever it takes to ensure that doesn't happen to any Teamster. Most Central States Teamsters are already under contracts that include the eight percent pension contribution improvement.

The Long Run

No letter from the fund or anyone else can guarantee our pension fund will be secure for decades to come. Our only guarantee is a strong Teamsters Union and labor movement that can stand up to corporations who try to weaken or cut our pensions.

That's what TDU stands for. We work to inform and unite Teamsters to defend and strengthen our benefit funds.

That's why we opposed the International Union allowing UPS to buy their way out of the Central States Fund. In that case, corporate greed got its way, and our union leaders didn't even put up a fight.

Elsewhere, TDU members have successfully mobilized Teamsters to defeat benefit cuts and win improvements.

We need to build our pension fund on the strongest and broadest base. We intend to make that happen.

New Rules Mean Tough Times at the Bargaining Table

New England Pension Fund in the Red Zone

The New England Pension Fund has announced it is in the Red Zone, but the fund isn't cutting benefits—for now.

The New England Teamsters and Trucking Industry Pension Fund has put members on notice that the fund will be in critical status (the "Red Zone") when its funding classification is officially certified later this year.

The fund also announced strict new rules that will make it tougher for local unions in contract negotiations.

The new rules are part of the fund's Rehabilitation Plan—a plan required by the Pension Protection Act for improving its funding within a 10-year period.

The New England Fund has until Dec. 29 to officially certify its status under the Pension Protection Act—and a year after that to formally adopt a Rehabilitation Plan. But in a March 27 notice to members, the fund announced it is taking action now.

No Cuts—For Now

The good news is no pension cuts are being implemented—at least for now. Instead of reducing benefits, the fund is focusing on increasing revenue by requiring all new contracts that are negotiated to include a 10 percent increase in hourly pension contributions each year.

The 10 percent rule applies to all contracts negotiated after March 4. If a local union is unable to bargain a 10 percent annual increase in pension contributions, then Teamsters covered under the contract will suffer pension cuts.

The 10 percent Maintenance of Benefits (MOB) requirement is the highest in the Teamsters. It doubles the five percent MOB that the New England Fund implemented in 2005. The Central States Fund requires an eight percent increase in pension contributions each year.

The new requirement is so steep that the recently completed UPS and Freight contracts don't meet the 10 percent standard—despite record pension contribution increases of 65 cents a year.

The New England Fund took this into account and allows any new contracts that include increases of 65¢ an hour over and above a current pension rate of $5.26 an hour to meet the new requirements.

Challenges in Bargaining

The new rules will create serious challenges for Teamsters in contract talks.

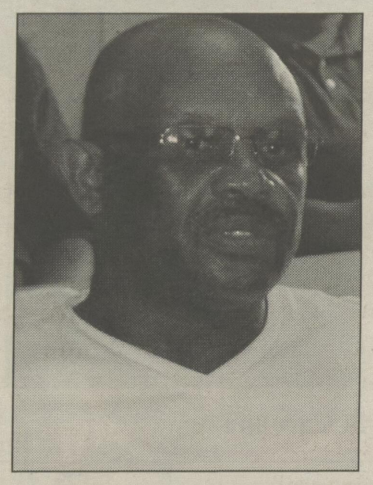
Healthcare costs are on the rise, and fuel prices are skyrocketing. At the bargaining table, we will face the triple challenge of negotiating record pension contributions, higher health and welfare contributions and wage increases to keep up with the rising cost of living.

All this, in the context of a recession.

Teamsters in New England need to get ready for tough bargaining and be prepared to get involved in contract campaigns if we're going to protect our pensions and healthcare and win the wage increases we need to keep up with the cost of living.

Carolina UPSers

UPSer Network Takes on Harassment, Excessive OT



Helping Train the Next Generation of Teamsters

"I think UPS has a plan to put more pressure on the young guys. Our job is to communicate with them and share information and experience about how to put up with management's games.

"My goal in Florence is to get more folks onto these calls—and get the other South Carolina centers in the loop too."

James McLeod, UPS Feeders
Local 71, Florence, S.C.

Stewards and other UPS Teamsters in North Carolina are getting together on regular phone conference calls to deal with contract issues and help each other enforce members' rights on the job—the basic foundation of our union.

"It can be really hard dealing with all the problems management throws at us when you feel like you're on your own," says Scott Weaver, a Local 61 package car steward out of Shelby, N.C. "These meetings give me a chance to learn from other stewards and members."

Once a month, North Carolina UPSers meet by conference call to talk about an issue they're dealing with at work, and share strategies for solving the problem. The meetings are pulling together members from all three North Carolina locals—61, 71, and 391.

The last call dealt with production harassment at work. Members talked about the different ways UPS management uses harassment to speed up the work, and members talked about strategies for dealing with harassment, including using the daily log book for package car drivers (available from TDU).

Another call dealt with excessive overtime.

Members discussed strategies for dealing with excessive overtime and heard how several centers have reduced over-dispatch issues.

Turning the Tables

"These calls have already helped me deal with grievances," Weaver reports. "I found out one of our issues was covered under company policy. When I brought that up in a grievance meeting, I turned the tables on management, and they dropped the issue."

"I think UPS has a plan to put more pressure on the young guys," says James McLeod, a feeder driver in Local 71 from Florence, S.C. "Our job is to communicate with them and share information and experience about how to put up with management's games. My goal in Florence is to get more folks onto these calls—and get the other South Carolina centers in the loop too."

If you're interested in participating in a call in your area, contact Teamsters for a Democratic Union at (313) 842-2600.

Fear Factor

by Bob Newhouse
UPS Package Car Driver
Local 455, Denver

Most of us hired on at UPS for the same reasons. Good pay, good benefits, job security, a chance to make a life for our families. The company knows these reasons for you wanting to work for them, and they use them to create a highly motivated work force.

Nothing is more fearful to a person than the prospect that his or her mate or children will go without food, healthcare, or a roof over their head. Management works this fear to push their people.

Very often management is feeling the very same fear. Management's push comes from their own same desire to provide for their family and survive within the UPS environment. The fact remains that UPS continues to manage with fear as a dominant part of their program. Your question should be, "How do I deal with the fear?"

If you look around you, there are many drivers and other employees that have been at UPS for years. The fact is these employees have come to a very simple realization. "If I do my job by the book I do not have to live in fear."

Sounds simple doesn't it? "If I am careful to perform the job as I have been trained, I am in little danger of losing my job."

But if you take shortcuts because of fear that you are not meeting the arbitrary performance standards, you have good reason to be scared. There is every possibility that you may be fired.

Methods first!!! Production second!!!

Learn these lessons, or you do have something to fear!

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UPS First Quarter Profits Up 7.5 Percent

UPS announced its profit rose 7.5 percent in the first quarter, though it was affected by the weakening U.S. economy. After-tax profits rose to $906 million, or 87 cents a share, for the January-March quarter, compared to $843 million, or 78 cents a share, for the same period last year.

Revenue in the quarter rose 6.5 percent to $12.68 billion, compared to $11.91 billion last year. UPS said it benefited from strong gains in its international operations. But UPS said it doesn't expect the U.S. economy to strengthen in the second quarter.

During the first quarter, UPS delivered total consolidated volume of 968 million packages, unchanged from a year ago. UPS said the slowing U.S. economy reduced average daily volume in the U.S. by 0.3 percent for the quarter. It saw volume declines in next-day air shipments.

Company Tries to Water Down 9.5 Language

Dealing with Excessive Overtime

Is the company trying to water down the new 9.5/Excessive Overtime language it just negotiated? The new Article 37 language has been in effect since January 1. But with the exception of a few areas, the company did not post the "9.5 Opt-In/Opt-Out" lists required by the language.

The issue has reportedly been under discussion by Teamster and company officials at the highest levels.

What's to discuss? The new language is crystal clear. The company tried to win restrictions that would prohibit some Teamsters from "opting-in," which means they would lose their right to file 9.5 grievances.

Our union negotiators said No to these restrictions. Now management is reportedly trying to rewrite the rules.

The new Article 37 language creates a 9.5 Committee that "shall also have the authority to adopt guidelines to ensure that this Section is implemented in such a way as to balance the Employer's need to protect the integrity of its operations with an employee's legitimate need to avoid excessive overtime."

Many UPS Teamsters are worried this language creates a loophole that could further weaken our right to grieve excessive overtime. The Parcel Division needs to hold UPS to the contract they negotiated.

The deadline for posting the Opt-In/Opt-Out lists covering June to October is May 2. As we go to press, there is still no word on whether the lists will go up on time.

As it currently stands, members who have not signed an "Opt-Out" list have retained their right to file 9.5 grievances. The penalty for violations is now triple time pay for hours worked in excess of 9.5 hours.

Rebuilding the Power of a Proud Teamster Local

Local 804 Members United

In the last six months, UPS Teamsters in New York have defeated pension cuts, beaten contract givebacks and passed bylaws changes that give members more rights.

Local 804 has a proud history as one of the most powerful locals in our union. Local 804 members were pioneers in the fight for strong Teamster pensions—winning 25 & Out pensions before the rest of the country. The Local 804 supplement is one of the strongest at UPS.

"Brown can't move a package in New York City without a Local 804 Teamster. That gives us power, and our local used to use it to win top contracts and pensions," says Tim Sylvester, a 29-year Teamster and Local 804 shop steward in Queens.

"Local 804 members used to feel that power," Sylvester said. "We want to bring the pride and the power back."

Local 804 has faced a series of setbacks since the historic UPS strike.

The local's legendary president Ron Carey, the first democratically-elected General President of the Teamsters, stepped down shortly after the strike after an illegal fundraising scheme by his campaign aides was revealed. Carey was later barred from the union even though he was found not guilty in court of any role in the scandal.

After Carey's removal, Local 804 officers threw their allegiance behind Hoffa and have gone along with his closed-door bargaining style.

"That was a big blow," said Pete Mastrandrea, a feeder driver and 33-year Teamster. "Local 804 had always been about standing up. But our Executive Board started to take the path of least resistance."

Pension Cuts, Concessions

"We went from a local where information was power to members basically being kept in the dark," said Jim Reynolds, an alternate steward.

In November 2006, members were completely blindsided when the Local 804 Pension Fund announced a 30 percent cut in pension accruals. One year later, Local 804 officials negotiated a concessionary contract with UPS.

"That's when it really hit the fan," Reynolds said. He and other Teamsters started holding meetings of concerned members from across the local. They launched a Vote No campaign and helped defeat the contract by a three to one vote.

Local 804 negotiators and UPS were forced to return to the bargaining table. UPS agreed to reverse the 2006 pension cuts, and took other concessions off the table, including its demand to eliminate 25 & Out pensions for new Teamsters.

Bylaws Campaign

After the contract vote, leaders of the Vote No campaign got together to propose positive changes.

"We wanted to get to the root of the problem, one of which is the lack of information members were getting from our union," Reynolds said.

Volunteers circulated petitions to change the Local 804 bylaws to require officers to keep members informed during bargaining and to report on the pension and welfare funds at every membership meeting. Two thousand members signed each petition.

Last month, the bylaw changes were approved by more than 90 percent. Even Local 804 president Howard Redmond endorsed the proposals.

"After such an overwhelming number of members signed, the changes were pretty impossible to oppose," said Mark Cohen, a package car driver from Brooklyn.

"There's a lot of frustration. Not everybody is ready to take the next step and get involved. But more and more people are saying things have got to change," said Cohen.

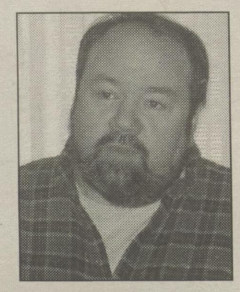
"The good thing about the petition was that members got over the fear of putting their name on something, the fear that if you speak out then somehow you're going against the union. We're behind our union and we want to make it better."

Pension Watchdogs

Local 804 members once enjoyed the best pensions at UPS. But not anymore. Many UPS Teamsters now have superior pensions, especially for 30 & Out. Most UPSers will see their pension accrual climb over the life of this contract. The 804 pension accrual is frozen at the 2002 level of $144 a year.

Members are using their rights under the Pension Protection Act to request information from the pension plan to look at why the fund developed funding problems and investigate what can be done to improve benefits in the future.

Bring Back the Pride and Power



"Local 804 members used to feel that power. We want to bring the pride and the power back."

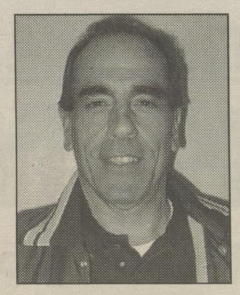
Tim Sylvester, Shop Steward

We're Behind Our Union

"The good thing about the petition was that members got over the fear of putting their name on something, the fear that if you speak out then somehow you're going against the union. We're behind our union and we want to make it better."

Mark Cohen, Package Car Driver

Speaking Out for a Strong Union



"When members voice their opinion, it strengthens the union because we're setting our course together. What the membership is saying now is we want to see our local stand up and take action on the problems we face."

Pete Mastrandrea, Feeder Driver

"The last couple of years have been a real wake-up call as far as our pension is concerned," said Bill Reynolds, a package car driver on Long Island and one of the members who has pressed the fund to release the documents.

"I was told by an Executive Board member that I could sleep sound at night knowing that my pension is safe—and one month later the fund announced a pension cut," Reynolds said. "Members are realizing we have to be better informed and more vigilant about protecting our benefits."

Other Teamster pension funds have complied with these information requests—but the Local 804 fund has refused to turn over the documents. Members are now working with TDU pension attorney Ann Curry Thompson to get the information they are entitled to.

Enforcing Rights

Local 804 members are also working together on the shop floor—where strong unionism starts.

"Management is always pushing people to work faster. I don't like the intimidation tactics or the harassment," said Rob Glovitz, an inside worker and steward.

"We want things to be done right—to stop supervisors from working as much as possible, to eliminate favoritism, to make people feel comfortable that they can come to work without being harassed," said Glovitz.

"The union is about more than the union hall. We're the union—the ones who move the packages. If we want to make things better, it's up to us."

Restoring the Power

"We all have a responsibility to leave our union stronger than it was when we got here. That's what *Local 804 Members United* is all about," says Tim Sylvester.

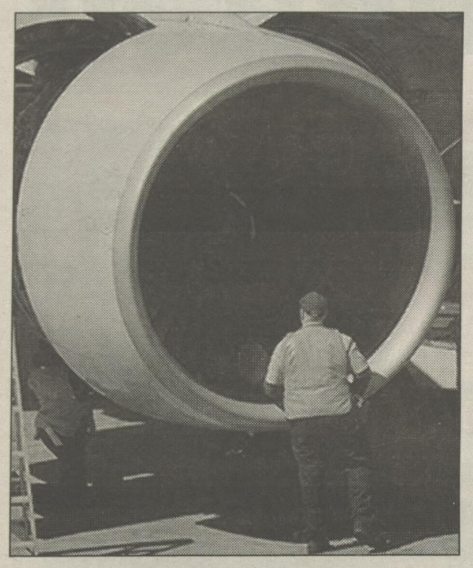
"This board takes the position that if you speak out, you're trying to divide the union. It's totally the opposite," Mastrandrea says. "When members voice their opinion, it strengthens the union because we're setting our course together. What the membership is saying now is we want to see our local stand up and take action on the problems we face."

"You hear so many stories about how it used to be, how the company used to fear our local. I don't see that anymore," said Mark Cohen. "No one wants a fight at work everyday—but we do want respect. We've got to work together and act like a union in the center. That's where it all starts."

"It's up to all of us to take the next step, to hand out information, come to a meeting, to get involved."

For more information, visit:
www.804MembersUnited.org

Mechanics Vote Teamster



Mechanics at United's biggest maintenance facility will be split into two locals—one over 350 miles away.

Mechanics at United Airlines are joining our union. But the International Union plans to divide San Francisco members into two locals.

Nearly 8,600 working and furloughed mechanics and related employees at United Airlines are now Teamsters, after voting to join our union in March.

Teamsters for a Democratic Union welcomes our new brothers and sisters to our union.

United mechanics have had it rough since 9/11. Since then, United declared bankruptcy, terminated their pension plan, and subcontracted many of their jobs.

Now the turbulence may get worse.

On Dec. 31, 2009, the contract with United Mechanics will become amendable. With rising fuel costs and the company posting profit losses, management is expected to merge with another carrier or spin off its assets.

One of the biggest issues will be outsourcing.

Audits of the company have shown that they are exceeding the amount of outsourcing allowed under the contract—United outsourced 45 percent of its maintenance operations in 2006.

The International Union promised support for United mechanics in their fight against outsourcing.

Divided Locals?

Reports from mechanics in San Francisco, the largest maintenance base for United, say that our new members there may be split into two locals.

Teamsters with last names starting with A-Led will go into San Bruno local 856. Teamsters with last names Lee-Z will go into Los Angeles Local 986—over 350 miles away!

Hopefully this situation will be corrected and our power won't be divided. This would weaken our solidarity, our power, and dilute our ability to hold our local officers accountable.

TDU looks forward to working with the new Teamsters at United to win a strong contract and hold the line against more concessions.

The Sneak Peek at IBT Finances

Hoffa Takes a $78,000 Raise

Spending on salaries at the International Union is on the rise, according to new research by Teamster watchdogs.

James P. Hoffa took a $78,000 increase in his income for 2007, by far his biggest raise since he took office nine years ago. His salary, expenses, and "allowance" and "other disbursements" for 2007 total $413,234. General Secretary Treasurer Tom Keegel bagged a big increase also.

Although Hoffa's and Keegel's salaries are set by the Teamster Constitution, and go up each year on a generous cost of living formula, they are apparently dodging the limit set in the constitution by taking incredibly high "other disbursements."

This information comes from the International Union's LM-2 financial report filed in April with the U.S. Department of Labor.

Top Officers Bag an Extra Million

Each year the Teamster Rank and File Education and Legal Defense Foundation examines hundreds of LM-2 forms filed by Teamster affiliates, to make information and analysis available to members. That report is expected to be available late this summer.

Here are a few quick facts concerning the finances of just our International Union:

▶ Hoffa's "other disbursements" jumped from $35,000 to $66,000 in just one year. Most of this is a "housing allowance," a new invention of General President Hoffa. His predecessor, Ron Carey, paid for his own apartment out of his salary, just as other union presidents do. Hoffa also paid himself an "allowance," and his "expenses" went from about $27,000 to over $65,000. His base salary went from $268,000 to nearly $278,000; that was all he was permitted to raise it.

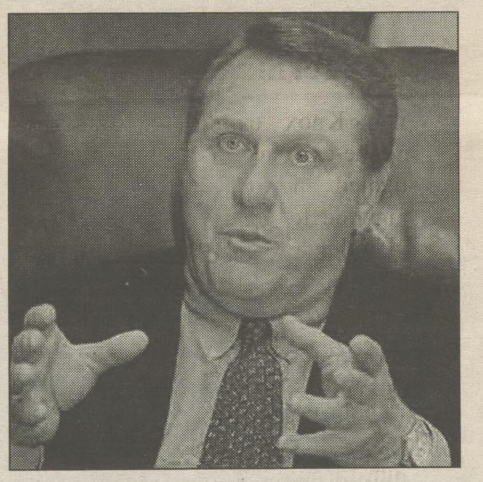
▶ The total paid in salaries, allowances, expenses and "other disbursements" to the 29 members of the General Executive Board members went up almost a million dollars in one year, the biggest increase ever.

▶ The International Union borrowed $10 million from Wachovia Bank for the second year in a row, and at the end of 2007 had not paid anything on the loans. The interest payments currently are at the rate of over $1 million per year.

▶ The income of the International Union was $185 million, including the $10 million loan.

▶ The International Union's assets grew from $99 million to $117 million. The union held $51.7 million in treasury notes, $32.7 million in corporate stocks, and $17.6 million in corporate bonds.

▶ Strike benefits paid were just $2.5 million, down from $7.2 million in 2006.



Teamster General President Hoffa took home $413,234 in 2007. This summer TDU will print its annual $150,000 Club report on Teamster officials' salaries.

How to Research Your Local's Finances

You can find out more about your local's finances by looking at its LM-2 report at the Department of Labor website.

What is an LM-2? An LM-2 is a form that most unions file with the Department of Labor each year that gives a breakdown of the organization's finances. It can show you how much your local officers get paid, how your local is spending its money, and more.

IBT locals made up of public employees do not file an LM-2, but they do file IRS Form 990, so the information below does not apply to those locals. For help getting a copy of your local's Form 990, please contact TDU.

Want to take a look at your local's LM-2? Here's how:

1. On the web, go to http://erds.dol-esa.gov/query/getOrgQry.do
2. Under Union Abbreviation, select IBT. (Rail and GCC Teamsters should select BLE, BMWE, or GCIU instead)
3. Under Designation Number, put your local union number and click submit.
4. In a few seconds, a link to the most recent LM-2 will appear. To read that LM-2, click on 2007 Report. (To find LM-2s from previous years, click on your local's name instead, then click on the report from the year you want information about).
5. To find officer salaries, scroll down to Schedule 11.
6. To find employee salaries, scroll down to Schedule 12.

Note: To find the International's information, go to the website above and under file number, enter 000093, and then click Submit. If you enter the file number, there's no need to enter a Union Abbreviation or Designation Number.

If you have any questions or need help getting an LM-2, please call the TDU National Office at 313-842-2600.

Fired After Reporting Slurs, Threats

Teamster Takes on Racism at Kraft Foods

When an employee at Kraft Foods repeatedly directed the epithet "coon" at Willie Knox, the Local 445 Teamster knew he had to stand up for his rights.

A poster at the company urges employees to call an "Integrity Hotline" to report issues of harassment or discrimination. Knox called the number. He had no way of knowing that call would lead to his termination.

But six weeks after he blew the whistle on racial harassment, Kraft fired Knox and accused him of violating the company's policy on harassment.

The Teamster trailer driver continues to stand up for his rights. With the help of Local 445, Knox is fighting his termination in arbitration. He has also filed a complaint with the New York State Human Rights Commission.

Slurs, Threats, Termination

When Knox called the Integrity Hotline, he expected his complaint to be investigated and dealt with. "I didn't want anyone to get into trouble. I just wanted the harassment to stop," Knox said.

Instead, the problems at Kraft got worse—escalating from verbal harassment to threats.

On February 4, an angry Kraft employee confronted Knox and threatened him for making the complaint. "He went off on me and told me I better 'watch my f***ing back' as long as I worked at Kraft," said Knox.

To make matters worse, the employee who made the threats, Mark Mohammed, had previously brought a knife to the workplace. Knox reported the threat to management. But Kraft manager Pat Sherman just laughed, Knox says.

"After that, I tried to defuse the situation myself by telling Mohammed I had no problem with him or anyone else. I asked him to ride over with me to Penske's so I could drop my truck off there," Knox said.

Mohammed refused, telling Knox, "I don't do favors for Black people because I'm prejudiced."

"Since You Like To Report Things..."

Later that day, Mohammed confronted Knox for a third time while he was in an office filling out some paperwork. Sherman entered the room and Knox again pleaded with the manager to put a stop to the harassment. Again, Sherman said nothing.

"You ain't the only one that knows how to use a weapon," a frustrated Knox told Mohammed.

The Kraft manager, who had repeatedly turned a deaf ear when the issue was racial discrimination and threats, suddenly developed a keen interest in the company's zero tolerance policy on harassment—when he could use the rules to go after Knox.

Sherman hauled Knox into the office. He told the Teamster, "Since you like to report things, I'm going to have to report this." On February 6, Kraft terminated Knox for violating the company's harassment policy.

To this day, no one from Kraft has ever spoken to Knox to investigate his allegations of racial harassment.

The Issue Is Respect

When Knox called the "Integrity Hotline," they told him that his file read: "The case is resolved. Employee no longer works at Kraft."

A background check on the "Integrity Hotline" reveals that it is not a Kraft entity at all. The hotline is a third-party service run by Global Compliance—a spinoff from the notorious Pinkerton agency.

For Knox, the case is far from "resolved." He filed a grievance for termination without just cause, which is headed to arbitration. Local 445 helped Knox find work at another union employer.

After several weeks, Kraft offered Knox his job back with no backpay on the condition that he drop his discrimination complaint with the New York State Human Rights Commission. Knox refused.

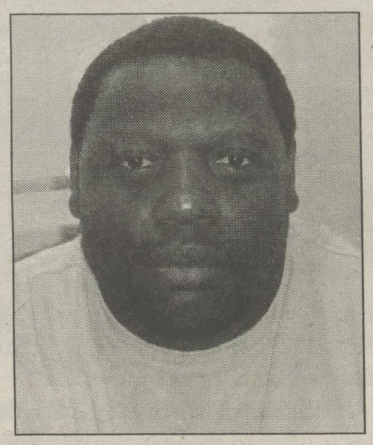
"Don't tell me I have to surrender my civil rights to work at Kraft," Knox said. "I'm willing to drop my case if Kraft will step up to the plate and do the right thing. Or I'll return to work without back pay and we can let the Human Rights Commission decide.

"The bottom line is I work hard and do my job right. All I'm asking in return is that I be treated with respect," Knox said.

Don't Take Away My Rights at Work

"Don't tell me I have to surrender my civil rights to work at Kraft. I work hard and do my job right. All I'm asking in return is that I'm treated with respect."

Willie Knox, Kraft
Local 445, Newburgh, N.Y.



School Bus Drivers Take Legal Action to Enforce Rights

Driving for Justice in New York

School bus drivers in New York City are showing that persistence pays off—literally. Ask Juan Carlos Rodriguez, a Local 854 Teamster and member of Teamsters for a Democratic Union.

The National Labor Relations Board is demanding that Consolidated Bus Transit reinstate Rodriguez and pay him nearly $150,000 in back pay and benefits after illegally firing him.

When his rights were violated, TDU helped Rodriguez and other Local 854 Teamsters to take legal action—appealing their case all the way up to the National Labor Relations Board in Washington.

The Board overturned on appeal an earlier ruling by an NLRB administrative law judge. The Board also ruled that Local 854 President Daniel Gatto violently threatened TDU member and shop steward Jona Fleurimont.

Local 854 has now complied with the Board decision and promised to respect workers' rights. But the company continues to dig in its heels. The case is now in the U.S. Court of Appeals.

Persistence is paying off for Juan Carlos Rodriguez. He's owed $150,000 in back pay.

"TDU has made it possible to stand up for our rights and defend ourselves," Rodriguez said. "We never would have been able to come this far without having an organization behind us."

Last month, CBT offered Rodriguez $60,000 and his job back to settle the case. Rodriguez turned down the offer.

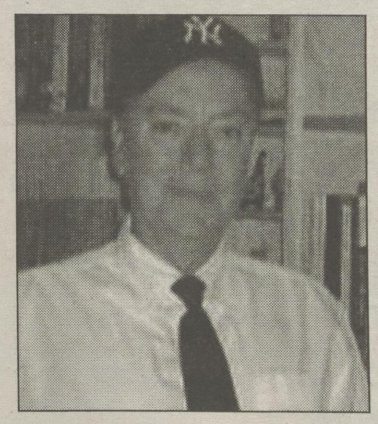
"The company's offer wasn't serious. They're making a mistake if they think they're going to throw me a bone and have me chase it like a dog," Rodriguez said. "It's time for the company to show some respect for the law and for their workforce."

TDU Helped Us Stand Up for Our Rights

"TDU has made it possible to stand up for our rights and defend ourselves."

"We never would have been able to come this far without having an organization behind us."

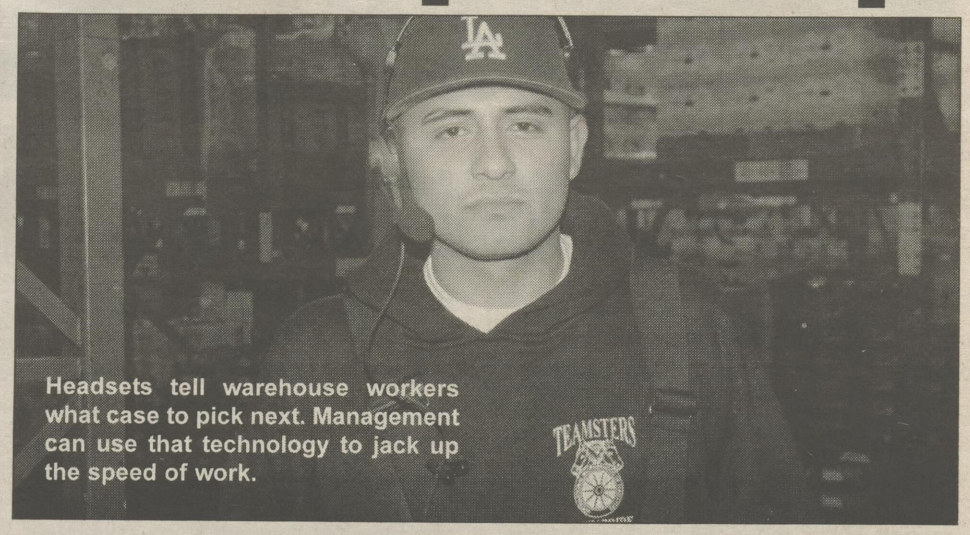
Juan Carlos Rodriguez
Consolidated Bus Transit
Local 854, New York



Teamsters Deal with Speed-Up

Management's new technology is speeding up our jobs.

Teamsters can protect themselves by working smart, the union way.



Headsets tell warehouse workers what case to pick next. Management can use that technology to jack up the speed of work.

Teamster employers are implementing new technology in a big way—making us change the way we work and creating new challenges for our union.

GPS and black box devices tell management where you are and what you're doing. In warehouses, technology like voice selection spells out your job step-by-step.

Management often says they are bringing in new technology to make our jobs safer, stop mis-deliveries, or take the guesswork out of our jobs

A big reason for these new technologies is often to speed us up, de-skill us, or eliminate Teamster jobs. And these changes can make it harder for Teamsters to stick together on the job.

How are members and our union coping with these changes?

Spyware

Many Teamster employers are using new technology to increase monitoring of employees—GPS is their favorite.

UPS is taking this spyware to a whole new level.

UPS is rolling out new sensors on package cars that will tell management:

- If the package car is moving when the seatbelt is unbuckled
- How hard the brakes have been applied
- How long the driver backs up on a stop
- Idle time
- If the bulkhead door is open when the vehicle is moving.

New technology for the DIAD IV will tell the company where drivers are when they scan a package, get a signature, or hit Stop/Complete.

"Management can print out a list of your stops in order any day, and see how long you spent at that stop," says George Kieffer, a package car driver in Denver Local 455 and the webmaster of the popular website DenverBrown.com.

"They know the chit-chat stop. They can't fire you just from your print-out. But they know where to go and sit and watch. Management might just as well be sitting on your shoulder."

This new technology is supposed to go hand-in-hand with UPS's EDD system, which spells out stop-by-stop exactly how package car drivers should do their jobs.

Experienced drivers have found that working smart and following all the rules to the letter can help them maintain a livable pace.

Kieffer recommends that drivers follow UPS's methods and procedures. "Don't take short-cuts—it will make your life easier. We do this when we have a ride-along. We should practice like this every day."

The Voice in Your Head

Many Teamster warehouse workers now have to put on a headset when they go to work.

"We used to get a pick list that would tell us all the items in each order. Then it was up to us to figure out what to put on the bottom of the pallet to build a strong base—you don't want to put light items under heavy items," explains Phil Richards, a warehouse Teamster at Unified Grocers in Los Angeles Local 630.

"Now we have a voice in our heads, through the headset." The voice selection system tells the warehouse selector each item to put on his pallet. When he's picked one item, the headset tells him the next item to go pick.

Voice selection goes hand-in-hand with production standards in warehouses that say how much time is allotted to pick each order.

"A big effect of voice pick and production standards is to eliminate all the little micro-breaks we used to have."

That means less time to recover from the hectic pace of work—and it can also mean less time to talk to other Teamsters about issues on the job. "When there's a issue, you can't rely on one person to talk to everyone. One person doesn't have enough time. The best way is to get as many Teamsters as we can to help spread the word."

Remote Control Trains

Railroad carriers are using new technology to reduce crew size.

Trains are now being operated by remote control inside railroad switching yards. Before remote control operation, this job took two workers, a conductor and an engineer. Remote control eliminates the engineer, and no one sits in the train.

Under the current contract, all trains must still have both an engineer and conductor when out of the yard. But that could change if employers get their way.

On the Norfolk Southern lines, the railroad has started to collect data in real-time about where the train is, how fast it's going, and how the engineers are manipulating power and braking to control the train.

"The carriers want to cut down our crews to just one person per train," says Hugh Sawyer, the local chairperson on the Norfolk Southern lines in Atlanta. "All this data they're collecting on us will help them automate our jobs. They're trying to set the stage for one-man crews, with the ultimate goal of no-man crews."

"Our best protection is to do the job exactly as the company says," Sawyer said. "They're not paying us to be creative. When you go by the rules and run below the speed limit, that's money in your pocket."

A Strategy for Our Union

The pace of technological change isn't likely to slow down anytime soon—and we can expect it to be a big issue in both local and national contracts.

Our union has negotiated some protections. During UPS bargaining, the union proposed strong language to prevent management from using technology to discipline our members. Unfortunately, in the final contract that language was watered down with exceptions.

Management has an obligation to bargain over the impact of new technology, including changes made mid-contract. That applies to national and local contracts.

Locals have successfully won restrictions on discipline and changes in production standards.

In the 1990s, our union launched a program to train workers in the warehouse industry to take on unreasonable production standards through the grievance procedure, information requests, and workplace solidarity.

We need more of these programs today.

Working Union

Management's agenda is to speed us up by reducing our down-time and de-skilling our jobs.

Our job as Teamsters is to teach each other how we can work smart and establish a pace we can live with.

Concerned Teamsters can help teach other members how to deal with new technology by working smart:

- **Teach members not to work off the clock** by starting early or working through their lunch.
- **Maintaining a reasonable work pace** by following the company's procedures and avoiding short cuts that cause speed-up and can lead to unfair discipline.
- **Stick together** and educate members about their right to union representation if they face discipline.

For suggestions on dealing with new technology where you work, contact Teamsters for a Democratic Union.

Working Smart

Sometimes it seems like new technology and speed-up are inevitable. But you can help slow it down by teaching other Teamsters how to work smart, the union way.

✔ **Don't work for free.** Don't work off the clock, start early, or work through your lunch.

✔ **Maintain a reasonable pace.** Follow all company procedures. Don't take short-cuts.

✔ **Stick together.** Educate members about their rights. Help them out if they get disciplined. We're stronger when we stick together.

Teamsters Join with Brooklyn Community to Protect Good Jobs

Last year it looked like Teamster members on the Brooklyn waterfront would lose their jobs. The mayor of New York had big plans to replace the Brooklyn port terminal with a luxury development.

Now members of Teamsters Local 805 have won their fight to save good union jobs on the waterfront.

Local 805 represents warehouse workers at the Brooklyn cargo port, which handles shipments of lumber, steel, and cocoa bound for New York City and Long Island. The International Longshoremen's Association also represents hundreds of stevedores who will keep their jobs too.

For the last two years, city officials have been trying to tear down the port and replace it with a cruise ship terminal, a hotel, a beer garden, and luxury housing.

But Local 805 joined with elected officials and members of the Brooklyn community and mounted a grassroots campaign to protect good union jobs with benefits.

In April, the city reversed course and agreed to a deal that will keep the port running for at least ten years.

"There are hundreds of workers who can celebrate today because their jobs are safe at the Brooklyn port," said Sandy Pope, President of Local 805. "These well-paying blue-collar jobs are exactly the kind we need for the working families of this city."

Members of Local 805 rally at the Brooklyn waterfront. When New York City tried to shut down the port where they worked, members joined up with elected officials and members of the community to successfully save their jobs.

In My Opinion:

Let's Put Teamster Power to Work

by Hugh Sawyer
Local Chairman
BLET Div. 316
Atlanta

I just got back from the *Labor Notes* conference in Detroit, and I came away with an idea that I've been considering for a few years now—those of us who work in transportation don't have to be the victim of the downward spiral of wages, benefits, and working conditions that is hitting so many of our union brothers and sisters.

Many businesses are adopting "just-in-time" delivery. The idea is to cut down on inventory and get the goods to where they're going right when they're needed—be it raw materials or a finished product going to the store.

Employers are using automation in warehouses and transportation to cut down on jobs. But those of us left standing in the transportation industry are in the catbird's seat. We're more critical to the smooth flow of goods across the globe than ever before.

Keep in mind that the transportation sector includes all the support groups from clerks to mechanics to waste haulers.

A Fragile System

It's no accident that the term "fragile" is always used when talking about just-in-time delivery. One delay can lead to many more delays.

That gives us power.

There is a major shortage of truck drivers in this country. The spiraling cost of fuel is driving a lot of independents under, and the big trucking companies will emerge dominant. The degradation of master freight agreements can be halted and reversed. Union organizers must aggressively exploit this upheaval in the trucking industry.

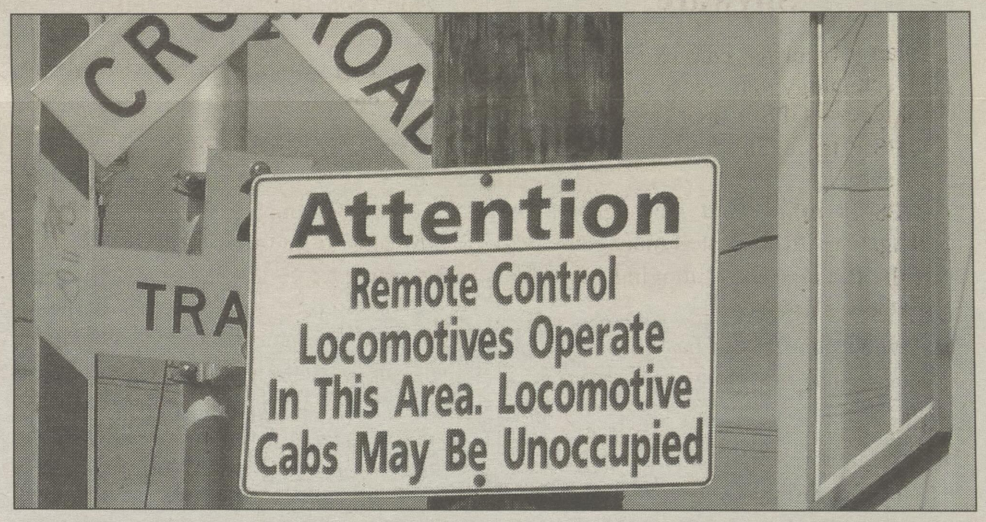
In just-in-time delivery, one delay can lead to many more delays.

In rail, we're in the middle of a five-year cycle during which 50 percent of our entire workforce will reach retirement age. The carriers can't keep up with new hires—and it seems that the younger generation actually expects to have a life outside the railroad.

Higher fuel rates are fueling higher rail traffic. The Federal Railroad Administration is on the verge of imposing mandatory off days. And customers are demanding scheduled service. This is the perfect storm for major wage and benefit gains!

Sure, we're in an economic downturn and most Teamsters are not feeling our power right now.

But this is actually a time for optimism for workers in the transportation sector. We are not lucky to have a job—the employers are lucky to have the few of us who are able to meet the demands in this sector. Let's take our rightful place as the backbone of organized blue-collar labor in the 21st century.



Swap a Response to IRB

Chicago Trade Show Teamsters Transferred

John Coli, the president of the Chicago Joint Council, has finally gotten his wish: Chicago Trade Show and Movie Teamsters will transfer to his own Local 727. It's a lucrative prize.

The trade show Teamsters have always been in Local 714, which is run by the Hogan family, who also own equipment and companies operating within the trade show industry.

Coli made the announcement of the switch at an April 29 meeting of affected members. He said the switch was to dodge a recommendation of the Independent Review Board (IRB) to trustee Local 714, where Bobby Hogan was recently ousted from the union.

Coli warmly praised Bobby Hogan. He also stated that the International Union has given its blessing for the switch.

Coli told members that their contracts, health care, and stewards would remain the same, that he would be their business rep, and that they would have the right to vote on their contract, which expires at the end of this year.

The trade and movie show division has long been a breeding ground for pay-offs, nepotism and sweetheart deals. The principal officers or International officials in numerous locals have been expelled from the Teamsters over corruption in this division, including in Dallas, Miami, Orlando, Chicago, Tampa, and Las Vegas.

Teamsters Rebuilding Our Power

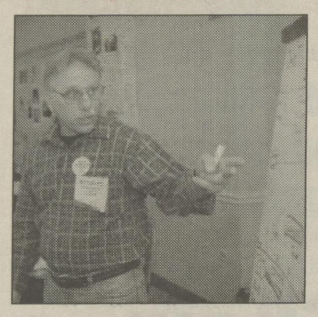
TDU Rank & File Convention

Oct. 24–26, 2008 • Cleveland Airport Sheraton

The TDU Convention is the place where Teamsters get together to talk about the future of our union and make our plans to rebuild Teamster Power.

Meet and learn from the members who are winning strong contracts, defending our benefits, and bringing new Teamsters into our union.

Teamster Education & Meetings



Workshops on Legal Rights on the Job ◆ Pension Rights ◆ Winning Strong Contracts ◆ Strategic Grievance Handling ◆ Safety ◆ Proving Your Case for Arbitrators and Panels ◆ Running for Office ◆ **and many more....**

Plus special meetings for UPS, freight, carhaul, DHL, and other Teamsters.

Guest Speaker Barbara Ehrenreich

Barbara Ehrenreich, the author of the best-selling book *Nickel and Dimed*.

Barbara worked minimum-wage jobs as a waitress, hotel housecleaner, and Wal-Mart employee to research her book.

Make Your Plans Today

Members are lining up their vacation days now to attend the 2008 convention, Oct. 24–26 in Cleveland.

To find out more, contact Teamsters for a Democratic Union at info@tdu.org or call (313) 842-2600.

Hope for Our Union's Future

"The members of Local 743 are turning our union around. It's a big job and it won't happen overnight. We've got to replace apathy with hope that by working together we can make things better.

"I found renewed hope last year at the TDU Convention. That's where you go if you want to turn our union around. We have a lot of new people getting involved in our union, and we'll be bringing them to the Convention this October."

Larry S. Davis
Local 743 Vice President
Chicago

Feeling Isolated? You're Not Alone

"I feel like I've been taking on UPS on my own for a long time-and I felt all alone fighting my own battles.

"Last year I went to my first TDU convention, and I absolutely loved it. I saw that I'm not alone—everybody was coming together with a common cause.

"When I came home I told the guys they have to come this year. See you in Cleveland."

Kathy DeBorde
UPS Package Car Drive
Local 957, Dayton, Ohio